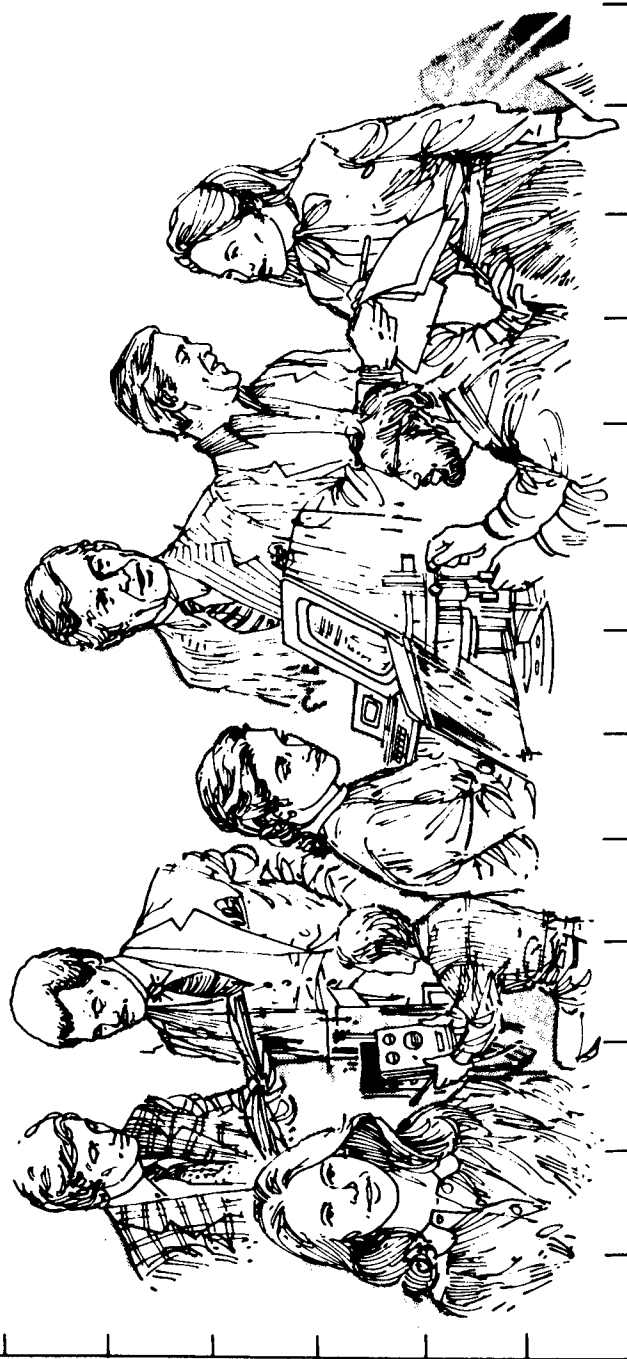
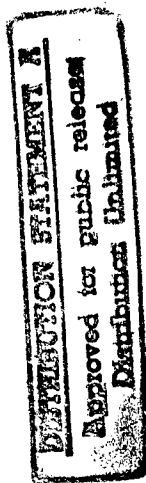




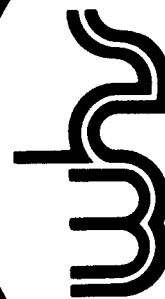
# Department of Defense **CIVILIAN MANPOWER STATISTICS**

M04

September 30, 1997



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DIRECTORATE FOR INFORMATION  
OPERATIONS AND REPORTS (DIOR)

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

September 30, 1997

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## FOREWORD

*Civilian Manpower Statistics* (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Department of Defense (DoD).

CMS provides statistical information on the DoD civilian work force, with the exception of personnel of the National Security Agency, Defense Intelligence Agency, National Imagery and Mapping Agency (including employees of the former Defense Mapping Agency), and personnel paid from nonappropriated funds. It is produced primarily from an integrated data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on Standard Form 113-A, *Report of Federal Civilian Employment*.

INTERNET AVAILABILITY: Extracts of information presented in this publication are available through DefenseLINK or directly through the DIOR World Wide Web site (<http://web1.whs.osd.mil/mmmd/mmmdhome.htm>).

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# TABLE 1

## DoD Civilian Employment, by Function and Employment Status, According to Defense Component - September 30, 1997

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
<b>MILITARY FUNCTIONS</b>					
Former OMB Ceiling Employment	761,433	242,920	215,068	179,016	124,429
Direct Hire	721,567	223,258	204,022	172,175	122,112
Indirect Hire	39,866	19,662	11,046	6,841	2,317
<b>Grand Total Employment</b>	762,898	243,151	215,976	179,183	124,588
Direct Hire	723,032	223,489	204,930	172,342	122,271
Indirect Hire	39,866	19,662	11,046	6,841	2,317
<b>CIVIL FUNCTIONS (All Direct Hire)</b>					
Former OMB Ceiling Employment	26,031	26,030	0	1	0
<b>Grand Total Employment</b>	26,429	26,428	0	1	0
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
Former OMB Ceiling Employment	787,464	268,950	215,068	179,017	124,429
Direct Hire	747,598	249,288	204,022	172,176	122,112
Indirect Hire	39,866	19,662	11,046	6,841	2,317
<b>Grand Total Employment</b>	789,327	269,579	215,976	179,184	124,588
Direct Hire	749,461	249,917	204,930	172,343	122,271
Indirect Hire	39,866	19,662	11,046	6,841	2,317

a/Included in Grand Total Employment but excluded from Former Office of Management and Budget (OMB) Ceiling Employment are employees formerly exempt from OMB ceiling control. Refer to Office of Personnel Management Operating Manual, "The SF-113 Summary Data Reporting System," for a delineation of employment formerly exempt from ceiling control.  
b/Includes Marine Corps civilian personnel.  
c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to Former OMB Ceiling,  
by Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 93	30 SEP 94	30 SEP 95	30 SEP 96	31 JUL 97	31 AUG 97	30 SEP 97
<b>MILITARY FUNCTIONS</b>							
Direct Hire a/	935,875	891,100	842,919	806,865	774,532	768,185	761,433
Indirect Hire b/	884,216	844,395	800,583	766,539	734,501	728,261	721,567
	51,659	46,705	42,336	40,326	40,031	39,924	39,866
<b>Army</b>							
Direct Hire	295,032	278,522	266,205	254,932	249,876	245,507	242,920
Indirect Hire	264,821	252,559	243,200	234,390	229,883	225,759	223,258
	30,211	25,963	23,005	20,542	19,993	19,748	19,662
<b>Navy</b>							
Direct Hire	285,934	266,337	247,760	231,436	218,888	217,256	215,068
Indirect Hire	275,596	255,894	237,404	220,694	208,045	206,331	204,022
	10,338	10,443	10,356	10,742	10,843	10,925	11,046
<b>Air Force</b>							
Direct Hire	201,991	196,077	186,545	183,542	183,856	180,250	179,016
Indirect Hire	193,745	188,434	179,907	176,847	177,031	173,396	172,175
	8,246	7,643	6,638	6,695	6,825	6,854	6,841
<b>Other DoD Organizations c/</b>							
Direct Hire	152,918	150,164	142,409	136,955	121,912	125,172	124,429
Indirect Hire	150,054	147,508	140,072	134,608	119,542	122,775	122,112
	2,864	2,656	2,337	2,347	2,370	2,397	2,317
<b>CIVIL FUNCTIONS (All Direct Hire) a/</b>							
Army	28,535	27,959	29,080	27,359	27,810	27,217	26,031
Air Force	28,534	27,958	29,079	27,358	27,809	27,216	26,030
	1	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>							
Direct Hire a/	964,410	919,059	871,999	834,224	802,342	795,402	787,464
Indirect Hire b/	912,751	872,354	829,663	793,898	762,311	755,478	747,598
	51,659	46,705	42,336	40,326	40,031	39,924	39,866

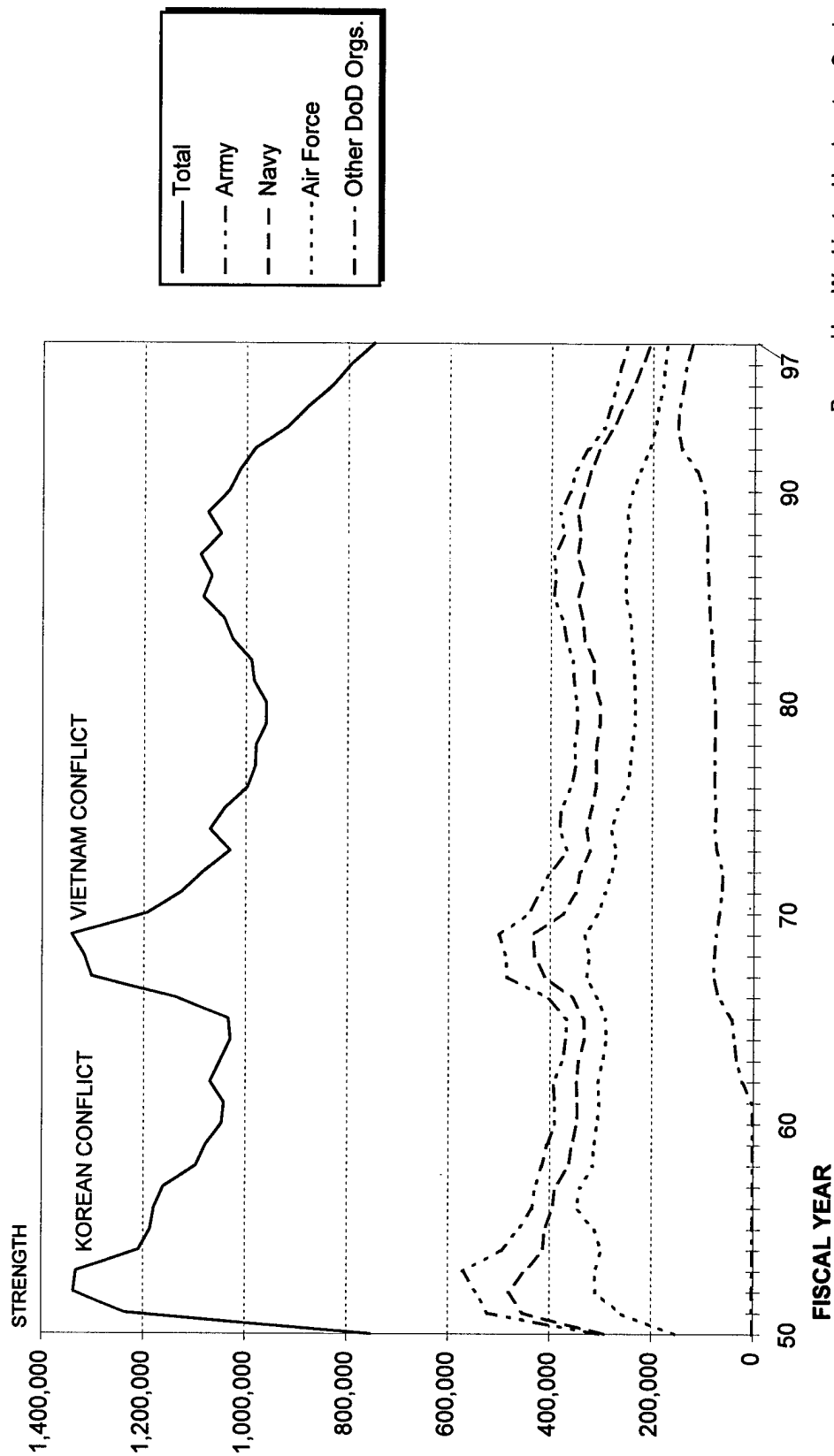
a/ As reported officially to the Office of Personnel Management.

b/ Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments.

c/ See Glossary for a list of Other DoD Organizations.

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# **DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - SUMMARY** **FISCAL YEARS 1950 - 1997**



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**FIGURE 1**

# DoD DIRECT HIRE CIVILIAN PERSONNEL STRENGTH - COMPONENT DETAIL FISCAL YEARS 1977 - 1997

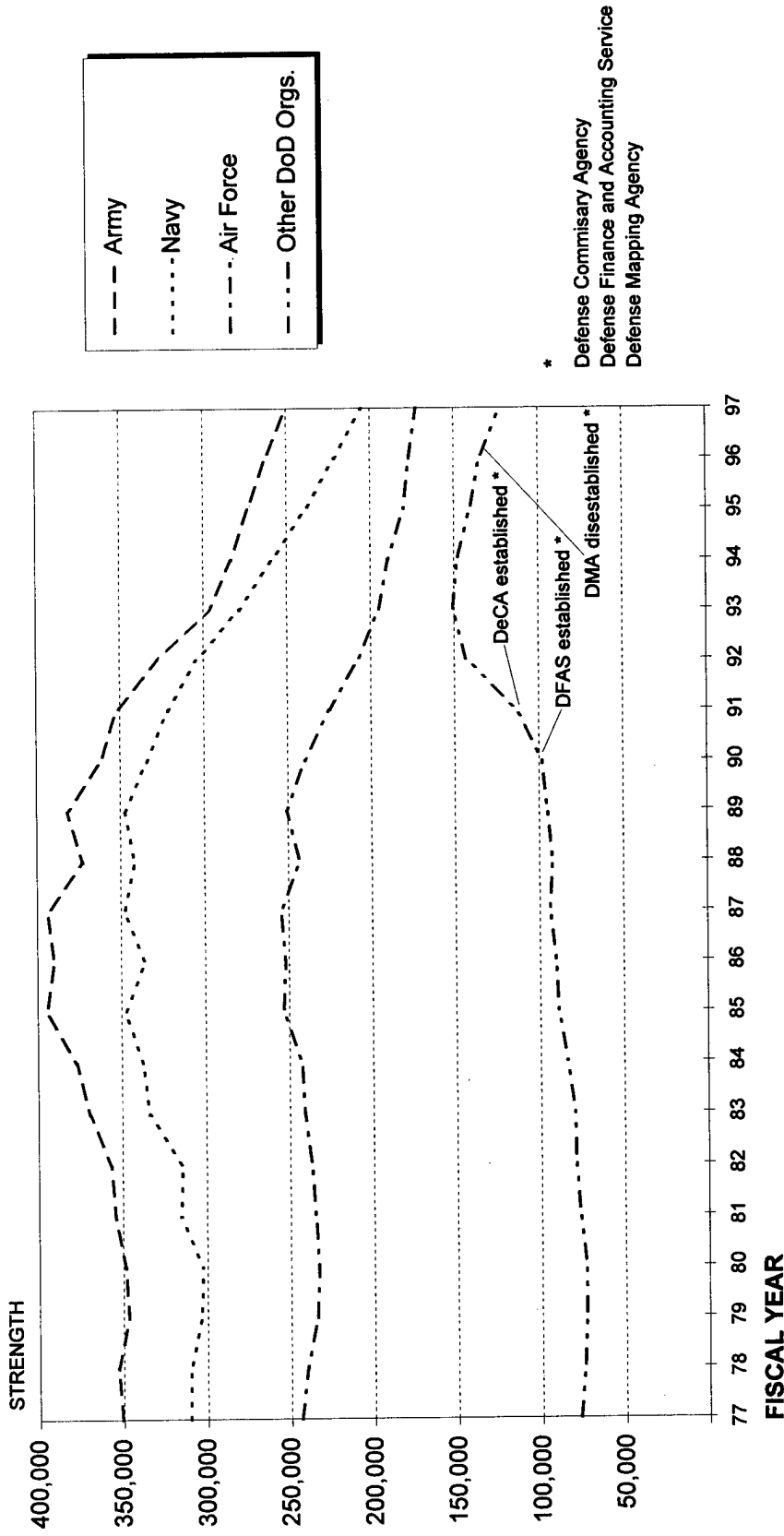


FIGURE 2

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# TABLE 3

## DoD Direct Hire Civilian Personnel Subject to Former OMB Ceiling, by Function and Defense Component

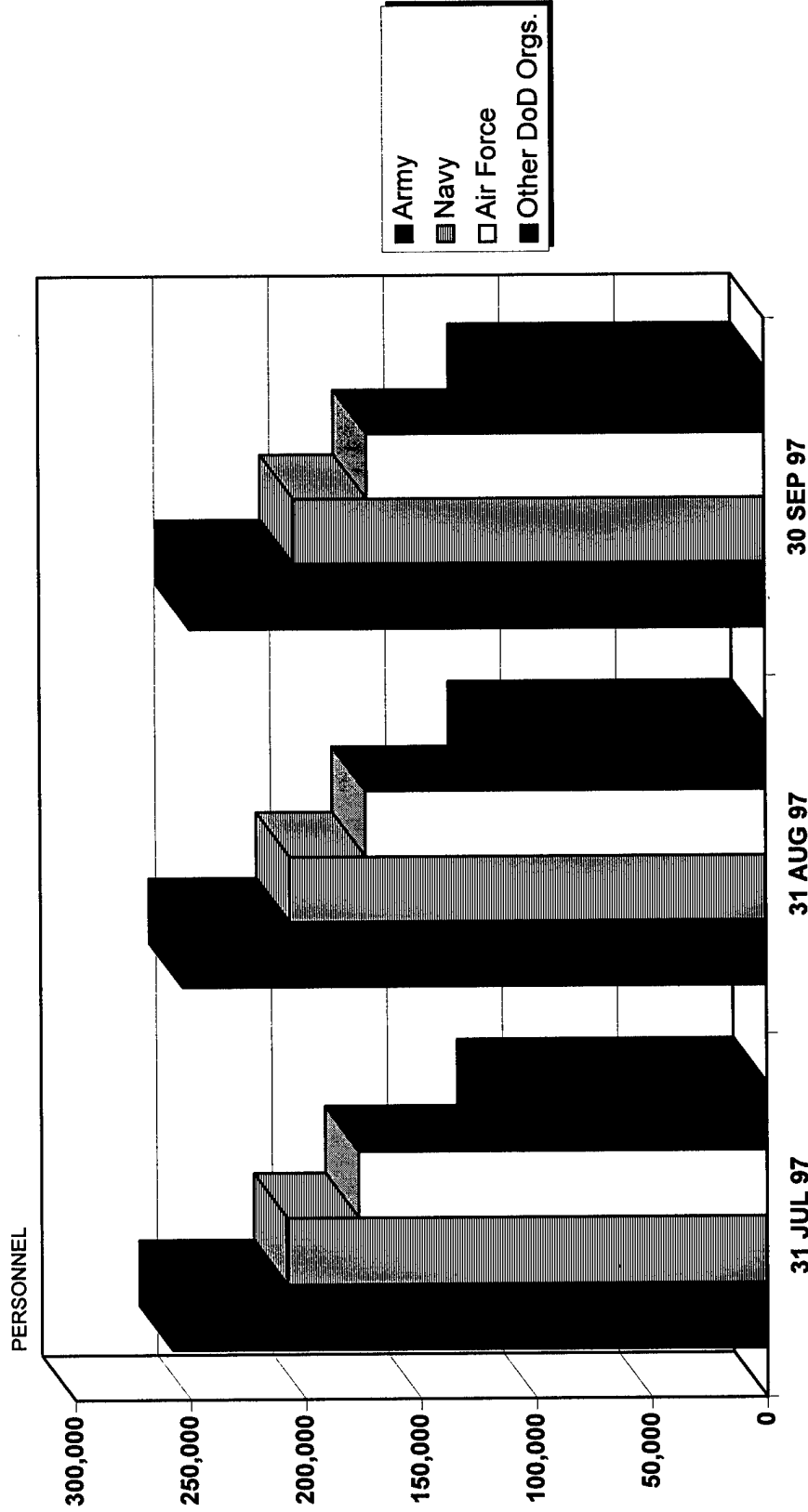
FUNCTION/COMPONENT a/	TOTAL EMPLOYMENT			FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 97	31 AUG 97	30 SEP 97	31 JUL 97	31 AUG 97	30 SEP 97
<b>MILITARY FUNCTIONS</b>						
Army	734,501	728,261	721,567	654,485	656,445	652,734
Navy	229,883	225,759	223,258	200,019	199,249	198,662
Air Force	208,045	206,331	204,022	194,294	193,811	192,304
	177,031	173,396	172,175	157,548	157,152	156,964
OSD and Other DoD Orgs. Serviced by WHS b/	4,433	4,583	4,548	4,310	4,359	4,348
OSD (included above)	1,426	1,576	1,539	1,426	1,460	1,450
WHS (included above)	1,314	1,314	1,314	1,247	1,258	1,257
Other (see Table 4; included above)	1,693	1,693	1,695	1,637	1,641	1,641
DeCA	17,536	17,843	17,701	9,574	9,680	9,443
DCAA	4,592	4,547	4,498	4,428	4,391	4,360
DFAS	20,676	20,637	20,329	19,662	19,618	19,282
DFRFA	709	703	702	680	679	680
DISA	6,672	6,555	6,506	6,320	6,286	6,258
DIS	2,521	2,522	2,497	2,470	2,469	2,451
DLA	47,967	47,441	46,049	46,905	45,497	44,544
DSAs	202	196	192	200	194	191
DSWA	558	569	569	544	556	557
DoD IG	1,362	1,351	1,338	1,340	1,336	1,331
DoDEA	11,248	14,798	16,161	5,377	10,354	10,545
OSIA	323	308	299	288	287	287
USUHS	743	722	723	526	527	527
<b>CIVIL FUNCTIONS</b>						
Army	27,810	27,217	26,031	23,861	23,764	23,641
Air Force	27,809	27,216	26,030	23,860	23,763	23,640
	1	1	1	1	1	1
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>	762,311	755,478	747,598	678,346	680,209	676,375

a/ See the Glossary for Component names.

b/ See the Glossary for a list of organizations serviced by WHS.

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# **DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO FORMER OMB CEILING, BY MONTH AND DEFENSE COMPONENT**



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**FIGURE 3**

# TABLE 4

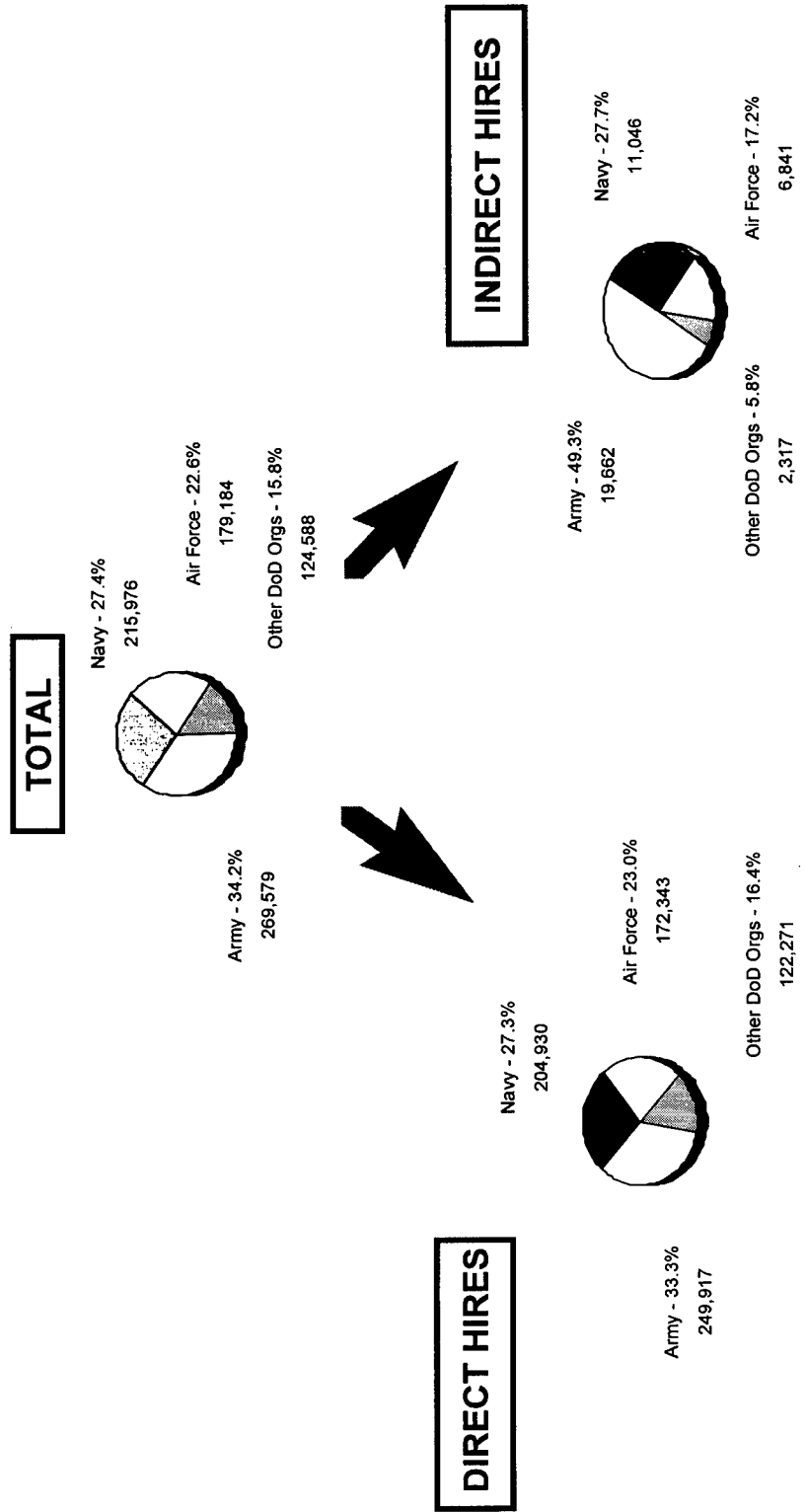
DoD Direct and Indirect Hire Civilian Personnel, by Defense Component - September 30, 1997 a/

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
<b>OTHER DEFENSE ORGANIZATIONS</b>			
Office of the Secretary of Defense	1,565	1,565	0
The Joint Chiefs of Staff	205	205	0
Inspector General of the Department of Defense	1,339	1,338	1
U.S. Court of Appeals for the Armed Forces	58	58	0
Uniformed Services University of the Health Sciences	723	723	0
Defense Support Activities	192	192	0
<b>DEFENSE AGENCIES</b>			
Ballistic Missile Defense Organization	267	267	0
Defense Advanced Research Projects Agency	142	142	0
Defense Commissary Agency	18,983	17,708	1,275
Defense Contract Audit Agency	4,557	4,552	5
Defense Finance and Accounting Service	20,339	20,339	0
Defense Information Systems Agency	6,521	6,506	15
Defense Investigative Service	2,497	2,497	0
Defense Legal Services Agency	88	88	0
Defense Logistics Agency	46,785	46,080	705
Defense Security Assistance Agency	93	93	0
Defense Special Weapons Agency	569	569	0
On-Site Inspection Agency	299	299	0
<b>DoD FIELD ACTIVITIES</b>			
American Forces Information Service	334	334	0
Defense Human Resources Field Activity	707	707	0
Defense Medical Programs Activity	99	99	0
Defense Prisoner of War/Missing Personnel Office	82	82	0
Defense Technology Security Administration	77	77	0
Department of Defense Education Activity	16,477	16,161	316
Office of Economic Adjustment	46	46	0
TRICARE Support Office	204	204	0
Washington Headquarters Services	1,340	1,340	0
<b>TOTAL</b>	<b>124,588</b>	<b>122,271</b>	<b>2,317</b>

a/Includes personnel not subject to former OMB ceiling control; direct hire figures may be different than Table 3 entries.

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Directorate for Information Operations and Reports

# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT, BY DEFENSE COMPONENT, MILITARY AND CIVIL FUNCTIONS



AS OF SEPTEMBER 30, 1997

FIGURE 4

Prepared by: Washington Headquarters Services  
Directorate for Information  
Operations and Reports

# TABLE 5

## DoD Direct Hire Civilian Personnel, by Type, According to Defense Component - September 30, 1997 a/

TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>TOTAL</b>	749,461	249,917	204,930	172,343	122,271
<b>By Status</b>					
Full-Time	729,114	245,806	202,898	170,097	110,313
Part-Time	16,101	3,911	1,758	1,961	8,471
Intermittent	4,246	200	274	285	3,487
<b>By Career Service Category</b>					
Competitive	625,661	201,260	187,417	135,966	101,018
Excepted and SES	123,800	48,657	17,513	36,377	21,253
<b>By Type of Appointment</b>					
Permanent	687,584	224,696	193,939	157,987	110,962
Temporary/Indefinite	61,877	25,221	10,991	14,356	11,309
<b>By Citizenship</b>					
U.S. Citizens	732,278	240,312	201,677	169,288	121,001
Non-Citizens	17,183	9,605	3,253	3,055	1,270
<b>By Labor Category</b>					
Salaried	566,838	193,500	152,895	116,393	104,050
Wage Board	182,623	56,417	52,035	55,950	18,221

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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# TABLE 6

## DoD Direct Hire Civilian Personnel, by Location/Type, According to Defense Component - September 30, 1997 a/

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
<b>WORLDWIDE TOTAL</b>	749,461	249,917	204,930	172,343	122,271
<b>United States</b>	690,852	225,249	194,822	164,653	106,128
By Location					
Washington, D.C., SMSA c/	68,445	20,411	27,682	5,528	14,824
Remainder of U.S.	622,407	204,838	167,140	159,125	91,304
By Labor Category					
Salaried	515,567	171,651	145,224	109,448	89,244
Wage Board	175,285	53,598	49,598	55,205	16,884
By Citizenship					
U.S. Citizens	690,440	225,026	194,740	164,643	106,031
Non-Citizens	412	223	82	10	97
<b>U.S. Territories</b>	6,094	1,076	2,833	859	1,326
By Labor Category					
Salaried	3,869	768	1,664	454	983
Wage Board	2,225	308	1,169	405	343
By Citizenship					
U.S. Citizens	6,088	1,073	2,831	859	1,325
Non-Citizens	6	3	2	0	1
<b>Foreign Countries</b>	52,515	23,592	7,275	6,831	14,817
By Labor Category					
Salaried	47,402	21,081	6,007	6,491	13,823
Wage Board	5,113	2,511	1,268	340	994
By Citizenship					
U.S. Citizens	35,750	14,213	4,106	3,786	13,645
Non-Citizens	16,765	9,379	3,169	3,045	1,172

a/Includes personnel not subject to former OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/See Glossary for the definition of the Washington, D.C., Standard Metropolitan Statistical Area (SMSA).

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# TABLE 7

## DoD Indirect Hire Civilian Personnel, by Country, According to Defense Component - September 30, 1997

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
BELGIUM	649	605	0	2	42
FINLAND	1	0	0	0	1
GERMANY	17,032	13,413	0	2,416	1,203
GREECE	9	7	0	2	0
GUAM	4	0	4	0	0
ITALY	39	0	0	0	39
JAPAN	18,362	3,215	9,958	4,405	784
KOREA	2,187	2,175	0	0	12
LUXEMBOURG	10	10	0	0	0
MALAYSIA	2	0	0	0	2
NETHERLANDS	261	227	0	2	32
SINGAPORE	2	0	0	0	2
SPAIN	1,159	0	1,084	14	61
TURKEY	1	0	0	0	1
UNITED KINGDOM	148	10	0	0	138
<b>TOTAL</b>	<b>39,866</b>	<b>19,662</b>	<b>11,046</b>	<b>6,841</b>	<b>2,317</b>

a/See the Glossary for a list of Other DoD Organizations.

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# GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions for which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs, or when specifically included in the competitive service by statute; and
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are Foreign Nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Former OMB Ceiling Employment.** Employees formerly subject to the Office of Management and Budget (OMB) employment controls used to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management Operating Manual, *The SF-113 Summary Data Reporting System*, for a delineation of employment formerly exempt from ceiling controls.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign Nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the Uniformed Services.



## **OTHER DoD ORGANIZATIONS**

- \* Office of the Secretary of Defense (OSD)
- \* Joint Chiefs of Staff (JCS)
- Inspector General of the Department of Defense (DoD IG)
- \* U.S. Court of Appeals for the Armed Forces
- Uniformed Services University of the Health Sciences (USUHS)
- \*\* Defense Support Activities (DSAs)

## **Department of Defense Agencies:**

- \* Ballistic Missile Defense Organization (BMDO)
- \* Defense Advanced Research Projects Agency (DARPA)
- Defense Commissary Agency (DeCA)
- Defense Contract Audit Agency (DCAA)
- Defense Finance and Accounting Service (DFAS)
- Defense Information Systems Agency (DISA)
- Defense Investigative Service (DIS)
- \* Defense Legal Services Agency (DLSA)
- Defense Logistics Agency (DLA)
- \* Defense Security Assistance Agency (DSAA)
- Defense Special Weapons Agency (DSWA)
- On-Site Inspection Agency (OSIA)

## **Department of Defense Field Activities:**

- \* American Forces Information Service (AFIS)
- \*\* Defense Human Resources Field Activity (DHRFA)
- \* Defense Medical Programs Activity (DMPA)
- \* Defense Prisoner of War/Missing Personnel Office (DPMO)
- \* Defense Technology Security Administration (DTSA)
- Department of Defense Education Activity (DoDEA)
- \* Office of Economic Adjustment (OEA)
- \* TRICARE Support Office (TSO)
- \* Washington Headquarters Services (WHS)

NOTE: \* Organizations serviced by WHS.

\*\* Organizations serviced by DLA and DISA.

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation, or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate, and which have not been specifically excluded from the SES.

**Standard Metropolitan Statistical Area (SMSA).** Consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland; Alexandria, Fairfax, Falls Church, Fredericksburg, Manassas, and Manassas Park cities in Virginia; Arlington, Clarke, Culpeper, Fairfax, Fauquier, King George, Loudoun, Prince William, Spotsylvania, Stafford, and Warren counties in Virginia; and Berkeley and Jefferson counties in West Virginia.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)